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ABSTRACT

This document contains 29 statistical tables grouped into five sections: "General Statistics," "Occupations and Earnings," "Earnings of Selected Professional Occupations," "Women and Higher Education," and "Family Income and Composition." Among the tables are those that show the following: (1) 1991 annual average U.S. civilian work force by occupational group; (2) number of women in the labor force, 1870-1991; (3) labor force participation of women 20 years of age and over in selected years, 1955-1991; (4) 1991 annual averages of employed wage and salary workers by age, sex, and union affiliation; (5) 1991 annual averages of median weekly earnings of full-time wage and salary workers by age, sex, and union affiliation; (6) women as a percentage of union membership; (7) 1990 annual averages of civilian employed and unemployed workers by full- and part-time status; (8) unemployed persons by occupations and sex in 1990 and 1991; (9) women as a percentage of minimum wage workers; (10) median weekly earnings for men and women working full time, by industry, 1986-1991; (11) number and average starting salary offers made to inexperienced bachelor's degree candidates by curriculum and sex in July 1991; (13) median annual salaries of doctoral scientists and engineers by field in 1989; (14) "Even Women's Work Pays More If You Are a Man"; (14) college graduates by age and sex in 1991; and (15) median income of families by selected characteristics in 1989 and 1990. (CML)

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SALARIED AND PROFESSIONAL WOMEN:

RELEVANT STATISTICS

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SALARIED AND PROFESSIONAL WOMEN

RELEVANT STATISTICS

Edited by Pamela Wilson
Research Associate

A publication of the
Department for Professional Employees, AFL-CIO

July 1992

Publication #92-3

INTRODUCTION

The working world is increasingly a white collar world peopled, more and more equally, by men and women. The increased labor force participation of women during peace-time is one of the most important sociological developments of the century. For example, whereas in 1955, 44.1% of women aged 40-44 participated in the workforce, the percentage steadily increased until, in 1990, the figure was 77.6%. Overall women increased their rate of participation from 46% in 1975 to 57.3% in 1991. Today they account for about 46% of all workers.

The Bureau of Labor Statistics (BLS) projects that the number of women in the labor force will continue to increase faster than the number of men as labor force participation rates for women increase, especially in the 35 - 44 year age group, and those for men decrease. However, the rate of increase will be slower over the 1990 - 2005 period than during the previous 15 years as the rates for women approach those of men (see page 4).

Although gender differences in labor force participation have shrunk enormously, women's economic status has improved very slowly and they continue to experience pervasive economic and social discrimination. Women comprise almost 64% of all minimum wage workers and in every occupational category earn substantially less than men.

In 1990, professional women earned 25% less than their male counterparts; for technicians and related support workers and for administrative support, including clerical workers, the figures are 23 and 26% respectively. Female sales workers' income is 44% less than that earned by male sales workers. Sex-based discrimination is so pervasive that even "women's work" pays more if you happen to be a man. In 1991, male administrative support staff earned 24.2% more than female; men who taught kindergarten through twelfth grade earned 17.5% more than the women; and even male nurses received a paycheck that was over 10% larger than similarly employed women.

The situation is such that in 1989, the median annual income of women who had completed four years of college was only $100 more than that of men who had completed four years of high school. That same year, the median annual income of men who had completed four years of college was almost $12,000 more.

The last thirty years have seen a dramatic decline of the traditional family, with the male as sole breadwinner. Today, women work for the same reason as men -- to support themselves and their families. In 1990, almost 17% of all families were maintained solely by women. Of these, 33% had incomes below the poverty level.

In response to economic (and other) inequities, more and more working women are turning to unions to help improve their situation. Union membership makes financial sense

for white collar (as well as other) women. Indeed, in 1991, the median income for women who were union members was $119 above that for non-union women. Moreover, while there is still a discrepancy in pay between union men and women, the gap is 20% less than the gap in median income between non-union men and women (see page 6).

The labor movement itself is being transformed by the change in its gender composition. Over 37% of all union members are now women, an increase of 15% since 1970. Given the increasing labor force participation of women, the percentage of female union members is likely to rise. As more women form, join and support unions in their workplaces and in their professions, so union policies increasingly reflect their concerns, prompting greater efforts to guarantee an end to occupational and salary discrimination, to assure increased child care assistance and parental leave, flexible work schedules and an end to sexual harassment.

Despite the continuance of traditional stereotypes and discrimination, there is the hope that the future will be different for women. Much work needs to be done to end the social and economic inequities. Statistics demonstrate that membership in labor unions can help to ensure greater social and economic opportunities for all working women. As more women turn to unions, so the salary, benefit and promotion gaps will narrow, and perhaps eventually close.

Pamela Wilson
Research Associate

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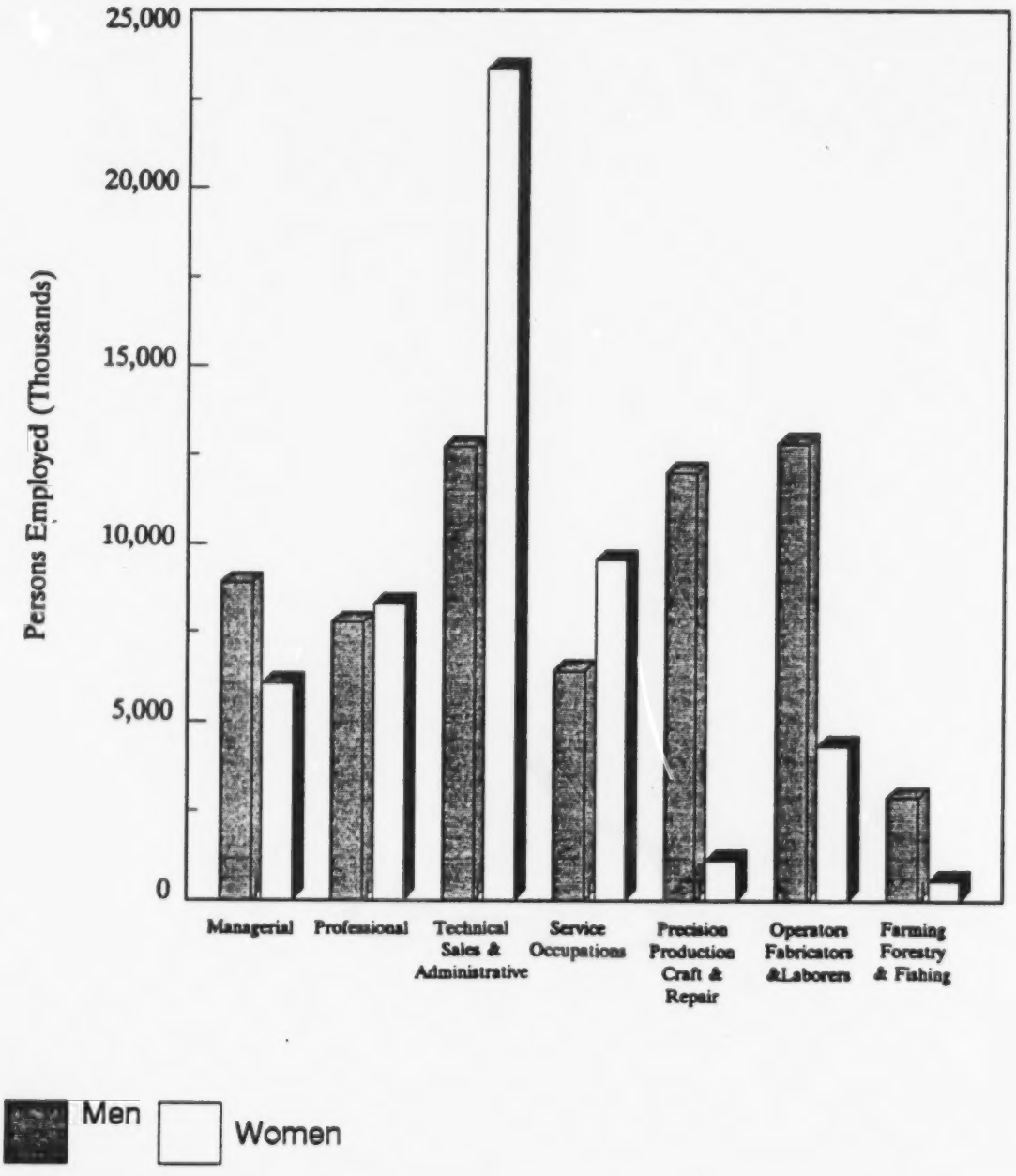
U.S. WORK FORCE
(Annual Averages for 1991)

Total civilian employed: 116,877,000



Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 39, No. 1, January 1992, Table 20.

THE FEMALE LABOR FORCE: 1870 - 1991[1]

Year	Total Number of Women Workers in the Labor Force	Labor Force Participation Rate	Women as a Percentage of the Labor Force
1991	53,284,000	57.0	45.6
1990	53,479,000	57.5	45.3
1980	45,611,000	51.5	42.0
1970	31,580,000	43.3	37.2
1960	23,268,000	37.7	32.5
1950	18,408,000	33.9	29.0
1940	13,015,000	25.7	24.4
1930	10,396,000	23.6	21.9
1920	8,429,707	23.3	20.4
1910	7,788,826	25.2	20.9
1900	5,114,461	20.4	18.1
1890	4,005,532	17.4	17.2
1880	2,647,157	14.7	15.2
1870	1,917,446	13.3	14.8

One of the most important sociological developments of the century is the increase in the percentage of jobs held by women and the growing percentage of women working. In 1890, women constituted 17.2% of the labor force; in 1940, 24.4%, in 1980, 42.0% and in 1991, 45.6%. In 1890, only 17.4% of all women worked. In 1991, 57% worked.

Sources: U.S. Department of Labor, Women's Bureau, Women's Occupations Through Seven Decades, Bulletin 218 (1947), p. 34; U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 39, No. 1, January 1992, Tables 3 and 20; Vol. 38, No. 1, January 1991, Tables 3 and 20.

Note:

1 Labor force for the years 1870 to 1890 includes those 10 years of age and older. Labor force for the years 1900 to 1940 includes those 14 years of age and older. Labor force for the years 1950 to 1989 includes those 16 years of age and older. Labor force for 1930 is estimated.

LABOR FORCE PARTICIPATION OF WOMEN
20 YEARS OF AGE AND OVER
ANNUAL AVERAGES, SELECTED YEARS, 1955-1991

	1955		1960		1965		1970		1975		1980		1985		1990		1991	
Year of Birth	Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate	Age	Rate
1961-1965													20-24	71.8	20-24	71.6	20-24	60.3
1956-1960											20-24	69.2	25-29	71.4	25-29	73.8	25-29	69.0
1951-1955									20-24	64.1	25-29	66.8	30-34	70.3	30-34	73.4	30-34	73.7
1946-1950							20-24	57.8	25-29	57.0	30-34	64.1	35-39	71.7	35-39	75.5	35-39	77.1
1941-1945					20-24	50.0	25-29	45.2	30-34	51.7	35-39	64.9	40-44	71.9	40-44	77.6	40-44	77.3
1936-1940			20-24	46.2	25-29	38.9	30-34	44.7	35-39	54.9	40-44	66.1	45-49	67.8	45-49	74.8	45-49	75.9
1931-1935	20-24	46.0	25-29	35.7	30-34	38.2	35-39	49.2	40-44	56.8	45-49	62.1	50-54	60.8	50-54	66.9*	50-54	63.1
1926-1930	25-29*	35.3	30-34	36.3	35-39	43.6	40-44	52.9	45-49	55.9	50-54	57.8	55-59	50.3	55-59	55.3	55-59	52.8
1921-1925	30-34	34.7	35-39	40.8	40-44	48.5	45-49	55.0	50-54	53.3	55-59	48.6	60-64	33.4	60-64	35.5	60-64	34.8
1920 or before:																		
1916-1920	35-39	39.2	40-44	46.8	45-49	51.7	50-54	53.8	55-59	47.9	60-64	33.3	65-69	13.5	65-69	17.0	65-69	18.8
1911-1915	40-44*	44.1	45-49	50.7	50-54	50.1	55-59	49.0	60-64	33.3	65-69	15.1	70+	4.3	70-74	8.2	70-74	7.0
1906-1910	45-49	45.9	50-54	48.8	55-59	47.1	60-64	36.1	65-69	14.5	70+	4.6					75+	2.5
1901-1905	50-54	41.5	55-59	42.2	60-64	34.0	65-69	17.3	70+	4.8								
1896-1900	55-59	35.6	60-64	31.4	65-69	17.4	70+	5.7										
1895 or before	60-64	29.0	65-69	17.6	70+	6.1												
	65-69	17.8	70+	6.8														
	70+	6.4																

The years 1955-1990 saw a steady increase in the proportion of women in the labor force.

Sources: U.S. Department of Labor, Women's Bureau, United Nations Decade for Women, 1976-1985: Employment in U.S., U.S. Government Printing Office, Washington, D.C., July 1985; U.S. Department of Labor, Bureau of Labor Statistics, Perspectives on Working Women: A Databook, Bulletin 2080, U.S. Government Printing Office, Washington, D.C., October 1980; U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 28, No. 1, January 1981, Table 3; Vol. 33, No. 1, January 1986, Table 3; Vol. 38, No. 1, January 1991, Table 3; and Vol. 39, No. 1, January 1992, Table 3.

Note:

* Note how the groups' labor force participation rate (LFPR) can be followed through time. In 1955, 35.3% of 25-29 year olds were in the work force; by 1991 the LFPR of this age group was 69.0% (down almost 5 points from 1990); in 1955, 44.1% of 40-44 year olds were in the work force; by 1991 the LFPR of this age group was 77.3% (down slightly from 1990).

LABOR FORCE PARTICIPATION: GENDER DIFFERENCES SHRINK

Age	1975		1990		2005*		Annual Growth Rate			
							1975 - 1990		1990 - 2005	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Total, 16 years and over	46.3	77.9	57.5	76.1	63.0	75.4	1.5	-0.2	0.6	-0.1
16-24	57.2	72.4	63.1	71.5	66.0	73.1	0.7	-0.1	0.3	0.1
25-54	55.1	94.4	74.1	93.5	82.3	92.4	2.0	-0.1	0.7	-0.1
55 and over	23.1	49.3	23.0	39.9	28.7	41.8	0.0	-1.5	1.5	0.4

Women will continue to increase their participation in the labor force. However, the rate of increase will be slower over the 1990-2005 period than between 1975 and 1990.

Sources: Fullerton, Howard N. "Labor Force Projections: The Baby Boom Moves On," U.S. Department of Labor, Bureau of Labor Statistics, Monthly Labor Review, November 1991, Table 2.

Note:
* Projected

EMPLOYED WAGE AND SALARY WORKERS BY AGE, SEX AND UNION AFFILIATION 1991 Annual Averages (In Thousands)

Sex & Age	Total Employed	Members of Unions [1] Total	Members of Unions [1] % of Employed	Represented by Unions [2] Total	Represented by Unions [2] % of Employed
Both Sexes[3]					
16 years & older	**102,786**	**16,568**	**16.1**	**18,734**	**18.2**
Men					
16 years & older	**53,931**	**10,430**	**19.3**	**11,494**	**21.3**
16-24 years	8,951	738	8.2	851	9.5
25 & older	44,980	9,692	21.5	10,644	23.7
25-34 years	16,298	2,702	16.6	2,998	18.4
35-44 years	14,025	3,313	23.6	3,619	25.8
45-54 years	8,680	2,334	26.9	2,547	29.3
55-64 years	4,850	1,231	25.4	1,350	27.8
65 years & older	1,127	113	10.0	129	11.5
Women					
16 years & older	**48,856**	**6,138**	**12.6**	**7,240**	**14.8**
16-24 years	8,389	405	4.8	490	5.8
25 & older	40,466	5,734	14.2	6,750	16.7
25-34 years	13,808	1,526	11.1	1,826	13.2
35-44 years	13,031	2,026	15.5	2,421	18.6
45-54 years	8,183	1,408	17.2	1,616	19.7
55-64 years	4,266	689	16.1	788	18.5
65 years & older	1,179	85	7.2	99	8.4

At all age levels, a greater percentage of men than women are union members or are represented by unions. In part, this accounts for some of the discrepancies in salaries and wages. See next chart.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 39, No. 1, January 1992, Table 57.

Notes: Data refer to the sole or principal job of full-time workers. Excluded are self-employed workers whose businesses are incorporated although they technically qualify as wage and salary workers.

1 Data refer to members of a labor union or an employee association similar to a union.

2 Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

3 62.9% of all union members are men; 37.1% are women; 61.3% of all those represented by unions are men; 38.7% are women.

MEDIAN WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS BY AGE, SEX AND UNION AFFILIATION
1991 Annual Averages

Sex & Age	Total Employed	Members of Unions[1]	Represented by Unions[2]	Non-Union
Both Sexes				
16 years & older	**$430**	**$526**	**$522**	**$404**
16-24 years	278	356	347	272
25 & older	468	539	535	436
25-34 years	417	496	491	403
35-44 years	499	557	555	479
45-54 years	507	581	580	480
55-64 years	469	534	529	427
65 years & older	381	522	526	348
Men				
16 years & older	**497**	**568**	**567**	**473**
16-24 years	286	377	368	279
25 & older	525	579	579	508
25-34 years	462	520	518	440
35-44 years	578	591	592	567
45-54 years	614	613	615	612
55-64 years	562	579	580	543
65 years & older	465	601	607	404
Women				
16 years & older	**368**	**467**	**462**	**348**
16-24 years	267	321	317	263
25 & older	388	477	473	369
25-34 years	372	440	432	360
35-44 years	408	491	490	389
45-54 years	398	499	497	375
55-64 years	363	448	445	337
65 years & older	319	388	392	306

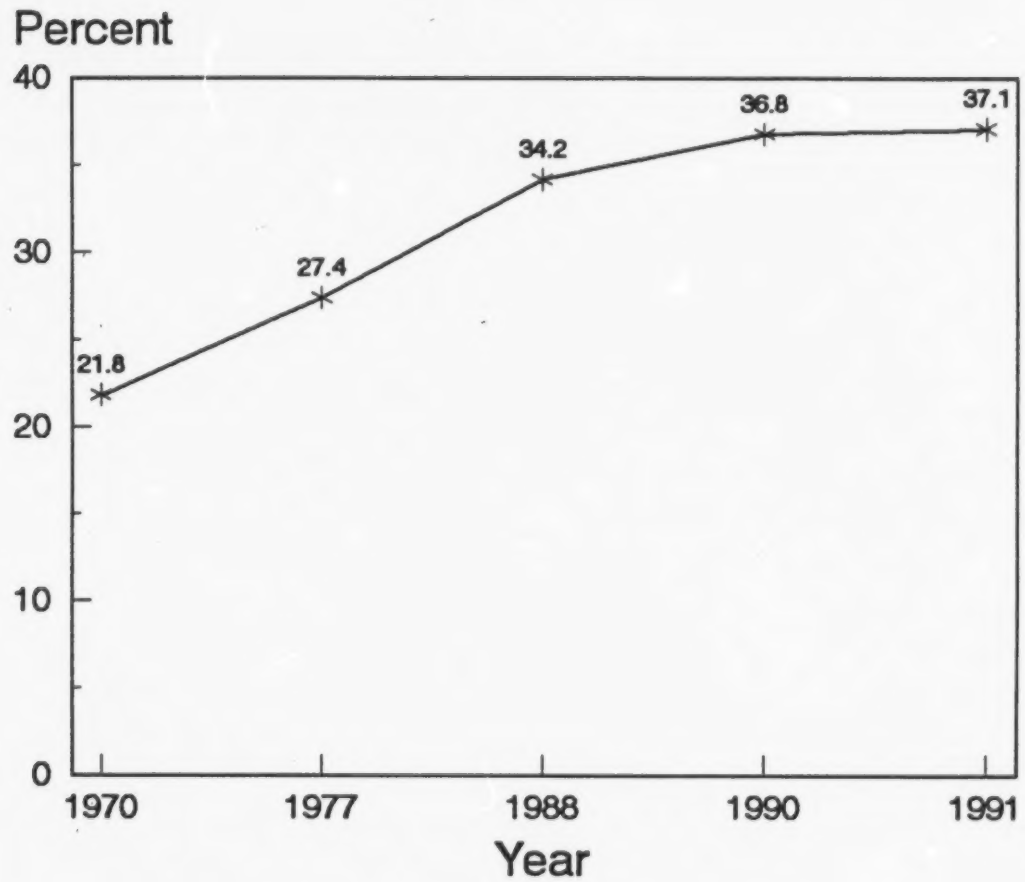
Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 39, No. 1, January 1992, Table 59.

Notes:

1 Data refer to members of a labor union or an employee association similar to a union.

2 Data refer to members of a labor union or an employee association similar to a union as well as workers whose jobs are covered by a union or an employee association contract.

WOMEN AS A PERCENTAGE OF UNION MEMBERSHIP



Labor organizations reflect changes in the work force. Just as the labor force participation of women has increased greatly, so has women's membership in unions. In 1970, 21.8% of union members were women; in 1991, the percentage was 37.1.

Sources: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 36, No. 1, Table 59; U.S. Department of Labor, Bureau of Labor Statistics, Earnings and Other Characteristics of Organized Workers, May 1977, Report No. 556, 1979, Table 1; U.S. Department of Labor, Bureau of Labor Statistics, Selected Earnings and Demographic Characteristics of Union Members, 1970, Report No. 417, 1972, Table 1.

CIVILIAN EMPLOYED AND UNEMPLOYED WORKERS BY FULL- AND PART-TIME STATUS
1990 Annual Averages
(In Thousands)

Population Group and Area	Employed				Unemployed	
	Full-Time Schedules[1]	Part-Time for Economic Reasons, Usually Work Full-Time	Voluntary Part-Time[2]	Part-Time for Economic Reasons, Usually Work Part-Time	Looking for Full-Time Work	Looking for Part-Time Work
MEN						
Northeast	11,881	180	983	211	712	91
Midwest	13,903	237	1,402	299	840	142
South	19,052	406	1,611	504	1,035	187
West	12,029	293	1,122	321	677	115
WOMEN						
Northeast	7,996	109	2,643	296	411	155
Midwest	9,308	169	3,284	498	525	211
South	13,912	314	3,263	660	889	264
West	8,031	172	2,390	434	453	168

Far more women than men choose to work part-time according to the U.S. Department of Labor, but their reasons for making this choice -- for example, to provide child care -- is not accounted for.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1990, Table 2.

Notes:

1 Employed persons with a job but not at work during the week that the survey was conducted are distributed according to whether they usually work full- or part-time.

2 Includes people who worked less than 35 hours in the survey week from choice.

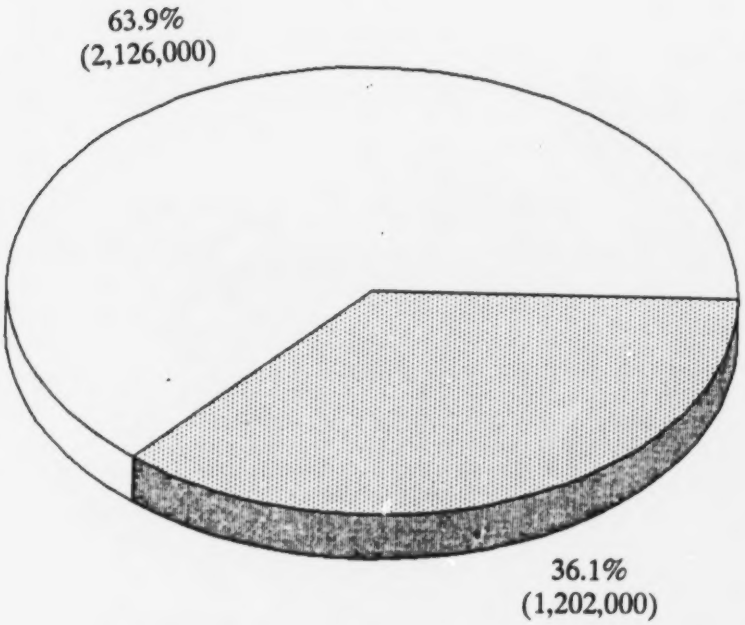
UNEMPLOYED PERSONS BY OCCUPATION AND SEX
1990 & 1991
(Annual Averages in Thousands)

Occupation	Thousands of Persons: Total		Unemployment Rates: Total		Men		Women	
	1990	1991	1990	1991	1990	1991	1990	1991
Total, 16 years & older	6,874	8,426	5.5	6.7	5.6	7.0	5.4	6.3
Managerial & Professional Specialty	662	886	2.1	2.8	2.0	2.7	2.3	2.9
Executive, Admin. & Managerial	348	494	2.3	3.2	2.1	3.0	2.5	3.5
Professional Specialty	314	393	1.9	2.4	1.8	2.4	2.1	2.4
Technical, Sales, & Admin. Support	1,605	1,941	4.2	5.1	3.7	4.7	4.5	5.3
Technical & Related Support	115	132	2.9	3.4	3.2	3.8	2.6	2.9
Sales Occupations	702	838	4.7	5.7	3.4	4.4	6.0	7.0
Administrative Support, Incl. Clerical	788	971	4.1	5.0	4.6	5.7	3.9	4.9
Service Occupations	1,110	1,292	6.6	7.5	6.6	8.0	6.5	7.1
Precision, Craft & Repair	847	1,130	5.8	7.9	5.8	7.9	6.4	7.8
Operators, Fabricators & Laborers	1,673	2,011	8.6	10.5	8.3	10.3	9.4	11.1
Farming, Forestry & Fishing	226	286	6.2	7.6	6.0	7.6	7.3	8.1
No previous work experience	721	841						

Unemployment is lower among white collar workers in general, and professionals in particular, than among the other occupational groups. Unemployment among white collar women is only slightly higher than among men.

Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 38, No. 1, January 1991, Table 10.

WOMEN AS A PERCENTAGE OF MINIMUM WAGE WORKERS[1]
(Fourth Quarter of 1991)



While 45.6% of the work force are women, women comprise 63.9% of the minimum wage workers.

KEY:

☐ Women ▨ Men

Source: U.S. Department of Labor, Bureau of Labor Statistics, Unpublished Tabulations from the Current Population Survey, 1991 Annual Averages.

Note:
1 Employed wage and salary workers paid at hourly rates with earnings at or below the minimum wage of $4.25.

MEDIAN WEEKLY EARNINGS FOR MEN AND WOMEN WORKING FULL-TIME IN 1986-1991*

	Professional Specialty	Technicians & Related Support	Admin. Support, Incl. Clerical	Sales Occupations	Precision Production, Craft & Repair	Service Occupations[1]
1986						
Men	$599	$505	$413	$454	$423	$292
Women	$445	$360	$291	$243	$276	$188
Ratio Women/Men	**74.3%**	**71.3%**	**70.5%**	**53.5%**	**65.2%**	**64.4%**
1987						
Men	$628	$501	$412	$483	$445	$294
Women	$471	$379	$302	$249	$307	$200
Ratio Women/Men	**75.0%**	**75.6%**	**73.3%**	**51.5%**	**68.9%**	**68.0%**
1988						
Men	$661	$512	$418	$507	$453	$298
Women	$493	$405	$310	$264	$277	$211
Ratio Women/Men	**74.6%**	**79.1%**	**74.2%**	**52.1%**	**61.1%**	**70.8%**
1989						
Men	$696	$549	$439	$491	$480	$322
Women	$509	$323	$322	$287	$313	$223
Ratio Women/Men	**73.1%**	**58.9%**	**73.3%**	**58.4%**	**65.2%**	**69.2%**
1990						
Men	$743	$578	$450	$502	$492	$327
Women	$548	$417	$336	$299	$315	$234
Ratio Women/Men	**73.7%**	**72.1%**	**74.7%**	**59.5%**	**64.0%**	**71.5%**
1991						
Men	$759	$597	$472	$549	$501	$330
Women	$570	$462	$350	$306	$347	$246
Ratio Women/Men	**75.0%**	**77.3%**	**74.1%**	**55.7%**	**69.2%**	**74.5%**

Women receive less pay than their male counterparts in all occupational categories.

Sources: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 34, No. 1, January 1987, Table A-75; Vol. 35, No. 1, January 1988, Table A-75; Vol. 36, No. 1, January 1989, Table A-75; Vol. 37, No. 1, January 1990, Table A-75; Vol. 38, No. 1, January 1991, Table A-75; and Vol. 39, No. 1, January 1992, Table A-75.

Notes:

* For the fourth quarter.

1 Service Occupations = Private household, protective service and other service occupations, including food preparation, health service occupations such as dental aide and nurses aide, cleaning and building service workers, and personal service workers such as barbers, beauticians, cosmetologists, and child care workers.

MEDIAN ANNUAL INCOME[1] OF YEAR-ROUND FULL-TIME WORKERS 25 YEARS & OLDER, BY YEARS OF SCHOOL COMPLETED AND SEX: United States, 1970 - 1989

Sex & Year	Total	Elementary School		High School		College		
		Less than 8 years	8 years	1-3 years	4 years	1-3 years	4 years	5 years or more
MEN								
1970	$ 9,521	$ 6,043	$ 7,535	$ 8,514	$ 9,567	$11,183	$13,264	$14,747
1975	13,821	8,647	10,600	11,511	13,542	14,989	17,477	19,658
1980	20,297	11,753	14,674	16,101	19,469	20,909	4,311	27,690
1985	26,365	14,766	18,645	18,881	23,853	26,960	32,822	39,335
1989	30,465	(-)	(-)	21,065	26,609	31,308	38,565	46,842
WOMEN								
1970	5,616	3,798	4,181	4,655	5,580	6,604	8,156	9,581
1975	8,117	5,109	5,691	6,355	7,777	9,126	10,349	13,138
1980	12,156	7,742	8,857	9,676	11,537	12,954	15,143	18,100
1985	17,124	9,736	11,377	11,836	15,481	17,989	21,389	25,928
1989	20,570	(-)	(-)	13,923	17,528	21,631	26,709	32,050

In 1989, the median annual income of a woman who completed four years of college was only $100 more than that of a man who completed four years of high school.

Sources: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, Series P-60; Money Income of Families and Persons in the United States, various years and Money Income and Poverty Status of Families and Persons in the United States, 1988, Series P-60, No. 161 & 166 and unpublished data. (This table was prepared January 1991 by the Center for Education Statistics, U.S. Department of Education.)

Notes: Data have not been adjusted for changes in the purchasing power of the dollar.
(-) Data not available.
1 The median is the salary figure exceeded by 50% of the group. It is the mid-point.

NUMBER AND AVERAGE STARTING SALARY OFFERS MADE TO SELECTED INEXPERIENCED BACHELOR'S DEGREE CANDIDATES BY CURRICULUM AND SEX
July 1991

Curriculum	Number of Offers		Average $ Offer		Women's Salary as a % of Men's
	Men	Women	Men	Women	
BUSINESS					
Accounting	1,860	1,414	$26,900	$26,315	97.8
Economics & Finance (incl. Banking)	820	414	26,154	25,441	97.2
Human Resources	29	64	24,552	23,846	97.1
Marketing/Marketing Management	547	534	24,103	23,590	97.8
Real Estate	6	1	21,137	18,500	87.5
COMMUNICATIONS					
Advertising	19	32	23,389	20,961	89.6
Communications	78	115	23,306	21,226	91.0
Journalism	26	77	19,968	20,795	104.1
Telecommunications/Broadcasting	35	17	23,898	22,337	93.4
EDUCATION					
Elementary Education	33	240	22,102	19,773	89.4
Pre-Elementary Education	+	30	+	16,599	n/a
Physical Education	18	11	18,989	19,996	105.3
Special Education	5	45	24,350	22,210	91.2
HOME ECONOMICS					
Human Ecology	3	24	23,033	20,925	90.8
Textiles & Clothing	5	77	25,260	20,947	82.9
Merchandising Management	1	43	17,500	21,098	120.5
HUMANITIES & SOCIAL SCIENCES					
Foreign Languages	11	25	21,463	21,712	101.1
Letters	35	77	24,459	20,140	82.3
Visual & Performing Arts	31	32	20,626	18,696	90.6
Criminal Justice	35	23	22,849	19,529	85.4
History	40	28	24,856	21,479	86.4
Political Science/Government	72	59	23,780	22,188	93.3
Psychology	52	99	22,522	19,519	86.6
Sociology	25	38	21,201	19,408	91.5

Curriculum	Number of Offers		Average $ Offer		Women's Salary as a % of Men's
	Men	Women	Men	Women	
COMPUTER SCIENCES					
Computer Science	547	215	30,476	31,199	102.3
Computer Programming	22	13	27,697	26,402	95.3
Information Science & Systems	108	92	29,115	29,614	101.7
Systems Analysis	5	3	29,532	23,933	81.0
ENGINEERING					
Aerospace & Aeronautical	104	19	30,419	30,520	100.3
Chemical	860	492	37,314	37,496	100.4
Civil	634	195	29,536	30,087	101.8
Computer	158	43	32,268	32,733	101.4
Electrical	1,353	289	33,145	33,404	100.7
Industrial	278	136	31,928	33,059	103.5
Mechanical	1,552	341	33,924	34,384	101.3
Metallurgical	130	21	33,457	33,048	98.7
Nuclear	12	9	32,596	32,248	98.9
Petroleum	152	29	38,857	39,575	101.8
Engineering Technology	155	25	29,622	30,160	101.8
Industrial Technology	25	10	27,547	31,390	113.9
AGRICULTURE & NATURAL RESOURCES					
Agribusiness	62	12	23,219	22,766	98.0
Animal Sciences	15	14	25,303	19,614	77.5
Natural Resources	10	2	20,566	20,700	100.6
HEALTH SCIENCES					
Allied Health	27	128	28,766	29,841	103.7
Health Science	5	36	21,500	20,863	97.0
Nursing	23	227	30,233	30,825	101.9
Pharmacy	28	28	39,315	39,563	100.6
SCIENCES					
Architectural & Environmental Design	14	4	28,250	25,225	89.2
Biological	30	31	22,214	20,723	93.2
Chemistry	46	34	28,297	25,499	90.1
Geological	18	9	27,081	30,978	114.3
Mathematics (incl. Statistics)	67	95	28,353	27,714	97.7
Physics	18	3	28,039	31,473	112.2

Source: The College Placement Council, CPC Salary Survey -- A Study of 1990-91 Beginning Offers, July 1991.

Note:

• Compiled from reports submitted by 433 college career services.

+ No offers reported.

MEDIAN WEEKLY EARNINGS OF HEALTH CARE WORKERS

(1991 Annual Averages)

Occupation	Total Employed	Percent Women	Median Weekly Earnings[1] of Wage & Salary Workers Who Usually Work Full-Time[2]		Women's Salary as a % of Men's[2]
			Men	Women	
Health Diagnosing	849,000	18.1	$1,021	$625	61.2
Physicians	575,000	20.1	1,155	623	53.9
Dentists	150,000	10.1	--	--	--
Health Assessment & Treating	2,376,000	86.2	703	616	87.6
Registered Nurses	1,712,000	94.8	703	630	89.6
Pharmacists	187,000	36.8	863	--	--
Dieticians	71,000	93.7	--	--	--
Therapists	340,000	77.9	610	537	88.0
Inhalation Therapists	68,000	63.0	--	--	--
Physical Therapists	101,000	77.5	--	--	--
Speech Therapists	72,000	88.2	--	--	--
Physicians' Assistants	67,000	37.1	--	--	--
Health Technologists & Technicians	1,379,000	82.9	496	409	82.4
Clinical Laboratory Technologists & Technicians	317,000	75.7	496	447	90.1
Dental Hygienists	84,000	99.8	--	--	--
Health Record Technologists & Technicians	67,000	93.9	--	--	--
Radiologic Technicians	140,000	74.5	--	488	--
Licensed Practical Nurses	445,000	95.0	--	393	--

Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 39, No. 1, Table 22 and Table 56.

Notes:

1 The median is the salary figure exceeded by 50% of the group. It is the mid-point.

2 Medians not shown where base is less than 50,000. Such cases are indicated by dashes.

MEDIAN ANNUAL SALARIES OF DOCTORAL SCIENTISTS & ENGINEERS BY FIELD AND SEX, 1989

Field	Median Annual Salary for Men	Median Annual Salary for Women	Women's Salary as a % of Men's
All Scientists	$55,000	$44,600	80.0%
Physical Scientists	59,800	48,400	80.9
Mathematical Scientists	55,700	47,200	84.7
Computer Info. Specialists	61,700	57,900	93.8
Environmental Scientists	54,900	43,800	79.7
Life Scientists	52,600	42,800	81.3
Psychologists	51,600	41,500	80.4
Social Scientists	52,300	44,500	85.0
All Engineers	62,700	52,800	84.2
Aeronautical/Astron.	60,900	++	–
Chemical	63,100	50,600	80.2
Civil	61,400	50,500	82.2
Electrical/Electronic	72,800	65,100	89.4
Material Science	61,200	53,000	86.6
Mechanical	62,300	55,300	88.7
Nuclear	63,500	57,500	90.5
Systems Design	68,100	57,600	84.5

Source: National Science Foundation, "Characteristics of Doctoral Scientists & Engineers in the U.S., 1989", Table 31.

Note: Median salaries computed for full-time employed civilians only.
++ Medians were not reported for cells with less than 20 cases reporting salary.

MEAN ANNUAL SALARY OF CHEMISTS[1]
March 1, 1991
(Numbers in Thousands)

Employer	B.S. All Chemists	B.S. Men	B.S. Women	B.S. Women as % of Men[2]	M.S. All Chemists	M.S. Men	M.S. Women	M.S. Women as % of Men[2]	Ph.D. All Chemists	Ph.D. Men	Ph.D. Women	Ph.D. Women as % of Men[2]
Private Industry	$46.5	$50.2	$40.3	80%	$54.2	$56.2	$50.1	89%	$68.6	$69.8	$65.7	94%
Academic	31.0	32.7	30.1	92	36.3	39.2	32.8	84	52.2	53.9	44.2	82
Government	40.3	42.9	39.1	91	46.8	48.2	43.7	91	59.4	61.1	51.9	85
Other	51.3	57.3	37.8	66	47.2	49.9	42.5	85	66.8	70.0	51.5	74

Source: American Chemical Society Salary Survey, 1991.

Notes:

1 The mean is the arithmetic average of the salaries in the group. To facilitate comparison, women's salaries are adjusted for the difference in average length of experience between them and men. In 1991 there were 127,000 chemists (excluding biochemists); 29.9% were women.

2 Women chemists' salaries average about 88% of those of male counterparts.

WEIGHTED[1] AVERAGE SALARIES OF FACULTY IN HIGHER EDUCATION, BY RANK AND SEX, SELECTED YEARS: 1975-1991 (In Dollars)

	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer
1975-1976					
Men	$22,970	$17,260	$14,240	$11,620	NA
Women	20,770	16,440	13,630	11,030	NA
Women's salary as a % of men's	90.4	95.2	95.7	94.9	NA
1980-1981					
Men	31,140	23,530	19,340	15,550	NA
Women	28,250	22,290	18,300	14,780	NA
Women's salary as a % of men's	90.7	94.7	94.6	95.0	NA
1986-1987					
Men	46,070	34,290	28,910	22,180	26,910
Women	40,630	31,800	26,180	20,590	22,970
Women's salary as a % of men's	88.2	92.7	90.5	92.8	85.3
1990-1991[2]					
Men	57,080	42,600	35,840	27,120	32,370
Women	50,530	39,600	32,890	25,310	27,830
Women's salary as a % of men's	88.5	93.0	91.6	93.3	86.0
1991-1992[3]					
Men	59,180	44,130	37,240	28,220	32,806
Women	52,380	41,040	34,380	26,390	28,530
Women's salary as a % of men's	88.5	92.9	91.9	93.5	86.9

Source: AAUP Bulletin: Academe, "Annual Report on the Economic Status of the Profession," Vols. 62-65 & 67, (1976-1985); Table IV, March-April 1986 and March-April 1991; Table 5, March-April 1992.

Notes:

1 "Weighted" refers to weighting average salary by number in each group. Samples include between 1,278 and 2,598 institutions providing data by sex. Figures have been rounded to the nearest $10.

2 Average salary. Sample includes 2,191 institutions providing data by gender.

3 Sample includes 2,025 institutions providing data by gender.

NUMBER AND AVERAGE SALARIES OF UNIVERSITY LIBRARIANS[1]
Fiscal Year 1992

Position	Percentage Women	Average Salaries			Women's Salary as a % of Men's
		Combined	Men	Women	
Director	39%	97,923	98,267	97,386	99%
Associate Director	53%	66,811	67,134	66,533	99%
Assistant Director	51%	59,010	60,829	57,298	94%
Branch Head	65%	44,129	46,800	42,732	91%
Subject Specialist	52%	40,485	41,527	39,545	95%
Functional Specialist	57%	37,690	38,193	37,313	97%
Department Head					
Reference	68%	45,079	44,440	45,371	102%
Cataloging	67%	44,989	46,907	44,083	93%
Acquisition	63%	44,924	46,468	44,033	94%
Documents/Maps	57%	42,889	40,425	44,747	110%
Circulation	65%	39,940	41,707	39,000	93%
Special Collection	38%	49,012	51,877	44,520	85%
Reference Over 15 years experience	70%	40,836	41,214	40,675	98%
Catalog Over 15 years experience	69%	39,799	39,825	39,787	99%
Other Over 15 years experience	68%	41,142	42,852	40,365	94%

Source: Association of Research Libraries Annual Salary Survey, 1992, ARL, Washington, D.C., Table 15.

Note: The university librarians surveyed are those who belong to the Association of Research Libraries.

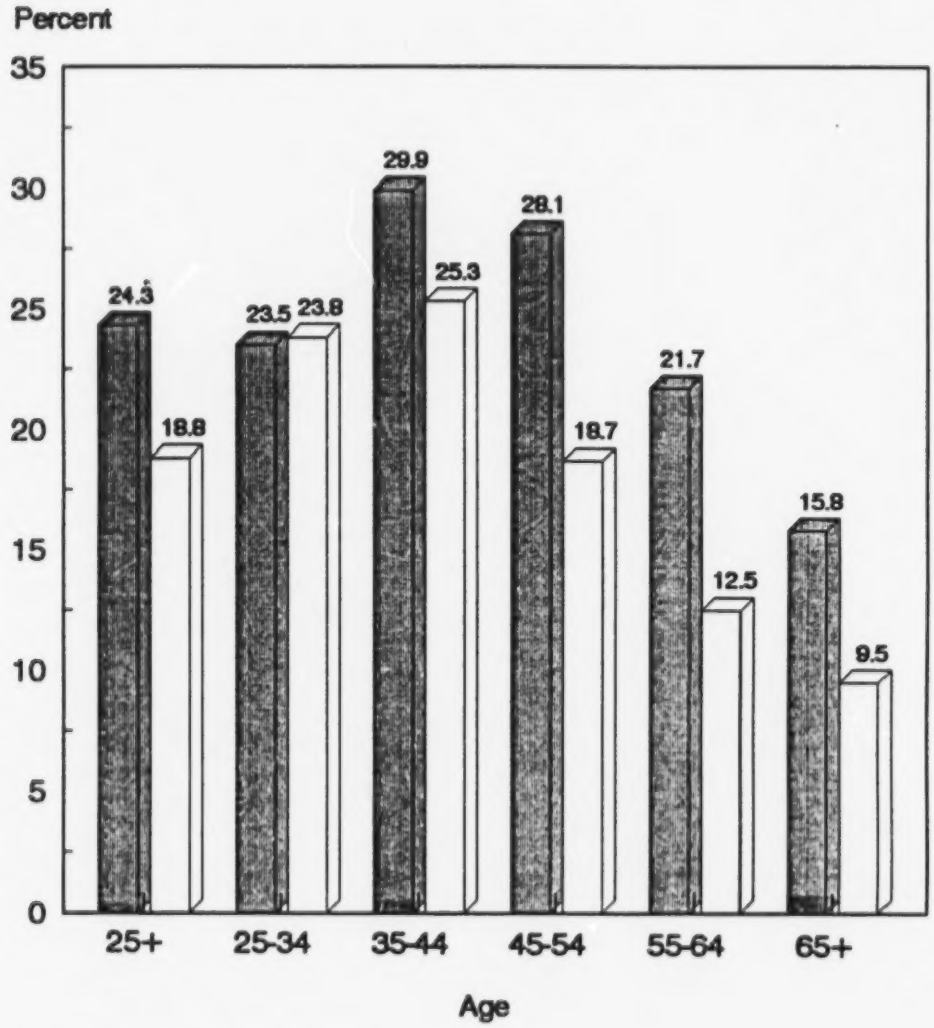
EVEN "WOMEN'S WORK" PAYS MORE IF YOU'RE A MAN
(1991 Annual Averages)

Occupation	Percentage	Median Weekly Salary	Salary Gap
Administrative Support, Including Clerical			
Men	19.9	$459	24.2%
Women	78.1	$348	
Teachers (except College and University)			
Men	28.2	$616	17.3%
Women	71.8	$510	
Registered Nurses			
Men	6.7	$703	10.4%
Women	93.3	$630	

Source: U.S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Table 5 (Unpublished).

COLLEGE GRADUATES BY AGE & SEX: 1991

(In Percent)



Key:

Men ☐ Women

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, Educational Attainment in the U.S., March 1991 & 1990, Series P-20, Table 3 (forthcoming).

TOTAL ENROLLMENT IN SELECTED MAJOR FIELDS OF STUDY IN 4-YEAR INSTITUTIONS OF HIGHER EDUCATION, BY SEX FALL 1976, 1980 AND 1988

Selected Major Fields of Study	1988[1]		1980		1976	
	Men	Women	Men	Women	Men	Women
TOTAL ENROLLMENT	**3,912,277**	**4,262,731**	**3,827,341**	**3,743,267**	**3,828,893**	**3,297,622**
Percent	**47.9**	**52.1**	**50.6**	**49.4**	**53.7**	**46.3**
Agriculture & Natural Resources						
Enrollment	NA	NA	78,158	35,218	92,370	32,533
Percent			68.9	31.1	74.0	26.0
Architecture & Environmental Design						
Enrollment	38,481	23,286	42,302	17,358	44,207	13,942
Percent	62.3	37.7	70.9	29.1	76.0	24.0
Business & Management						
Enrollment	736,577	611,569	742,859	497,399	679,795	272,150
Percent	54.6	45.4	59.9	40.1	71.4	28.6
Dentistry						
Enrollment	10,639	4,723	18,812	3,856	18,049	2,223
Percent	69.3	30.7	83.0	17.0	89.0	11.0
Engineering						
Enrollment	381,256	66,564	441,965	61,995	346,023	28,792
Percent	85.1	14.9	87.7	12.3	92.3	7.7
Law						
Enrollment	66,043	48,295	78,569	40,424	88,679	30,902
Percent	57.8	42.2	66.0	34.0	74.2	25.8
Mathematics						
Enrollment	46,569	35,657	NA	NA	NA	NA
Percent	56.6	43.4				
Medicine						
Enrollment	41,791	22,408	55,060	19,072	45,145	12,940
Percent	65.1	34.9	74.3	25.7	77.7	22.3
Physical Sciences						
Enrollment	86,274	34,898	114,919	39,173	115,137	30,888
Percent	71.2	28.8	74.6	25.4	78.8	21.2
Veterinary Medicine						
Enrollment	3,661	4,843	4,980	3,184	4,425	1,701
Percent	43.1	56.9	61.0	39.0	72.2	27.8
All Other						
Enrollment	2,391,952	3,296,500	2,117,650	2,915,848	2,219,684	2,757,024
Percent	42.0	58.0	42.1	57.9	44.6	55.4

The majority of students enrolled in 4-year colleges are women.

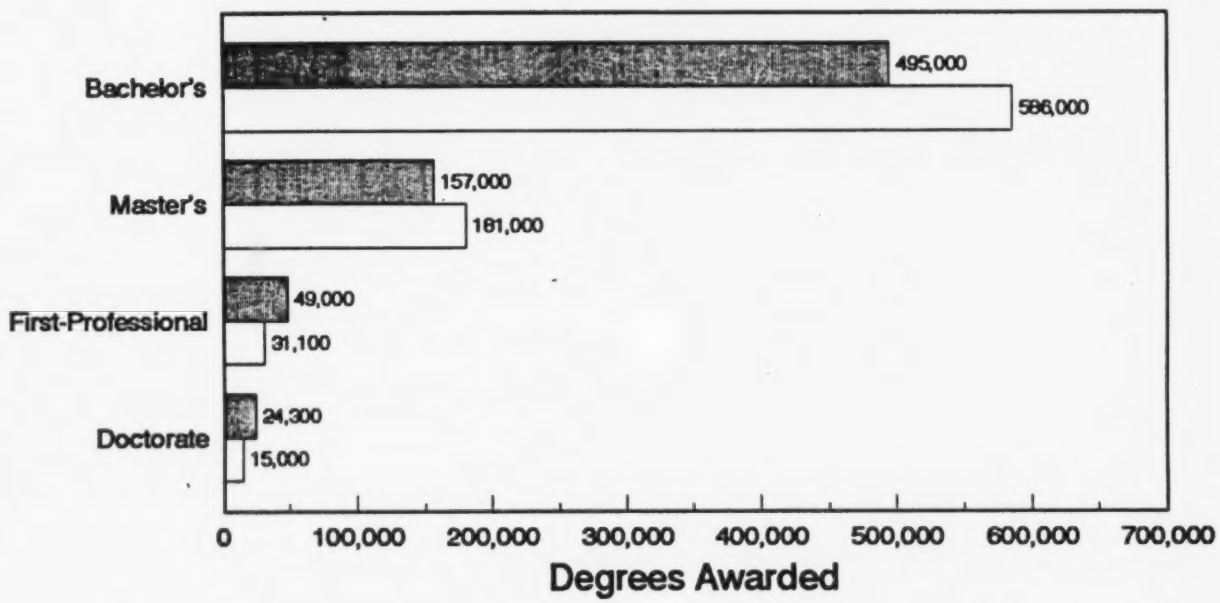
Source: U.S. Department of Education, National Center for Education Statistics, Digest of Education Statistics, 1991, Table 200.

Note:
1 Preliminary data.

EARNED DEGREES CONFERRED BY INSTITUTIONS OF HIGHER EDUCATION BY LEVEL OF DEGREE AND SEX OF STUDENT: UNITED STATES, 1960-61 to 1991-92*

Year	Bachelor's Degree			Master's Degree			First-Professional Degree			Doctor's Degree		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
1960-61	369,995	228,500	141,495	81,690	55,267	26,423	25,253	24,577	676	10,575	9,463	1,112
1965-66	520,923	299,871	221,052	140,548	93,063	47,485	30,124	28,982	1,142	18,237	16,121	2,116
1970-71	839,730	475,594	364,136	230,509	138,146	92,363	37,946	35,544	2,402	32,107	27,530	4,577
1975-76	925,746	504,925	420,821	311,771	167,248	144,523	62,649	52,892	9,757	34,064	26,267	7,797
1980-81	935,140	469,883	465,257	295,739	147,043	148,696	71,956	52,792	19,164	32,958	22,711	10,247
1985-86	987,823	485,923	501,900	288,567	143,508	145,059	73,910	49,261	24,649	33,653	21,819	11,834
1990-91*	1,064,000	492,000	572,000	327,000	150,000	177,000	73,800	44,200	29,600	38,700	24,200	14,500
1991-92*	1,081,000	495,000	586,000	338,000	157,000	181,000	80,100	49,000	31,100	39,300	24,300	15,000

EARNED DEGREES BY LEVEL AND SEX, 1991-1992*



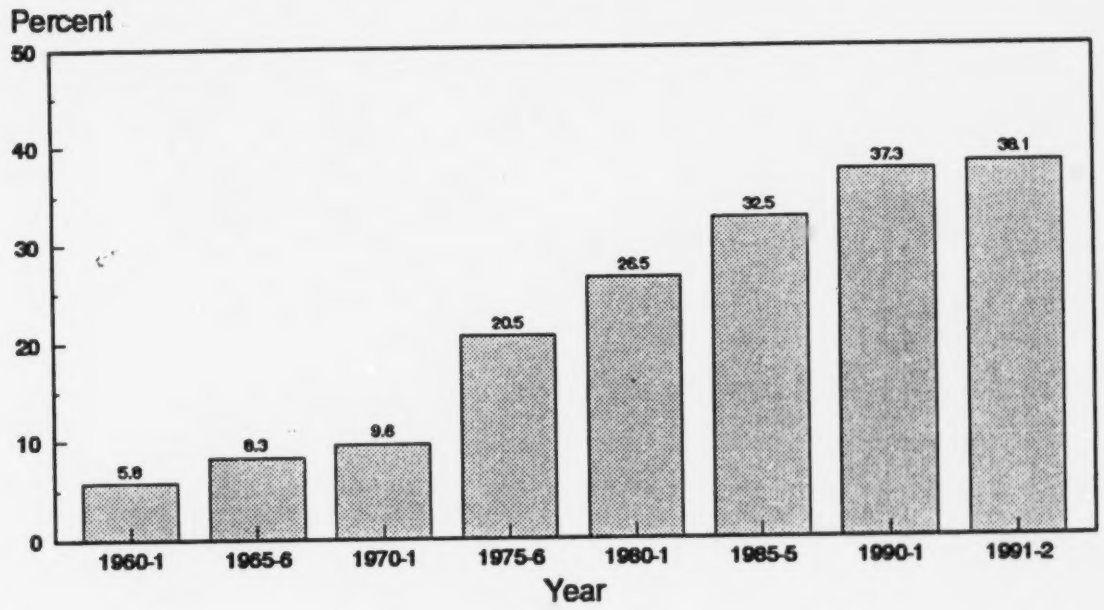
Women are projected to earn more Bachelor's and Master's degrees than men in 1991–1992; men are projected to earn more First Professional and Doctoral degrees.

■ Men □ Women

Source: U.S. Department of Education, National Center for Education Statistics, Digest of Education Statistics, 1992, Table 228.

Note:
* Projected.

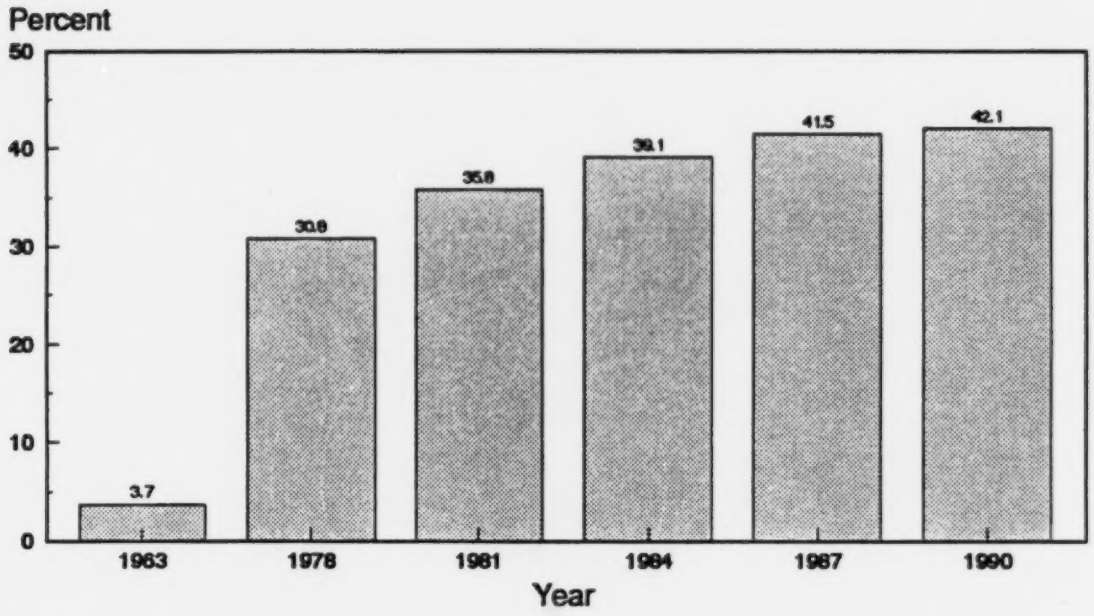
ENROLLMENT OF WOMEN IN U.S. MEDICAL SCHOOLS
1960-61 to 1991-92
(Percent of Total Enrollment)



The percentage of women enrolled in U.S. medical schools was over 6.5 times greater in 1991-92 than in 1960-61.

Source: American Association of Medical Colleges, Student Services Section (Fall Enrollment Questionnaire), Table B-8, Washington, D.C.

WOMEN LAW STUDENT ENROLLMENT
(Percent of Total Enrollment)



The proportion of women in law schools increased over 11-fold between 1963 and 1990.

Source: American Bar Association, A Review of Legal Education in the United States, Fall 1990, p. 65; and American Bar Association tables, 1989.

FIRST PROFESSIONAL DEGREES CONFERRED IN DENTISTRY, MEDICINE & LAW, BY SEX: UNITED STATES, 1949-50 TO 1988-89

Year	Dentistry (D.D.S. or D.M.D.)			Medicine (M.D.)			Law (L.L.B. or J.D.)		
	Number of Institutions Conferring Degrees	Degrees Conferred		Number of Institutions Conferring Degrees	Degrees Conferred		Number of Institutions Conferring Degrees	Degrees Conferred	
		Men	Women		Men	Women		Men	Women
1949-50	40	2,561	18	72	5,028	584	*	*	*
1955-56	42	2,975	34	73	6,464	346	131	7,974	288
1959-60	45	3,221	26	79	6,645	387	134	9,010	230
1965-66	47	3,146	32	84	7,170	503	136	12,776	470
1969-70	48	3,684	34	86	7,615	699	145	14,115	801
1975-76	56	5,187	238	107	11,252	2,174	166	26,085	6,208
1979-80	58	4,558	700	112	11,416	3,486	179	24,893	10,754
1985-86	59	3,907	1,139	120	11,022	4,916	181	21,874	13,970
1988-89[1]	58	3,139	1,108	124	10,326	5,128	182	21,048	14,519

Since 1975, the number of degrees awarded to women in the fields of medicine, dentistry and law has greatly increased.

Source: U.S. Department of Education, Center for Education Statistics, Digest of Education Statistics: 1991, Table 242.

Notes:

1 Preliminary

* Data prior to 1955-56 are not shown because they lack comparability with the figures for subsequent years.

MEDIAN INCOME OF FAMILIES
BY SELECTED CHARACTERISTICS: 1989 and 1990
(Families as of March of the following year)

Type of Family	1989 Number (thous.)	1989 Median Income	1990 Number (thous.)	1990 Median Income	Percent Change in Real Median Income 1989 - 1990
All Races					
All families	66,090	34,213	66,322	35,353	-2.0*
Married-couple families	52,317	38,547	52,147	39,895	-1.8*
Female householder, no husband present	10,890	16,442	11,268	16,932	-2.3
Male householder, no wife present	2,884	27,847	2,907	29,046	-1.0
White					
All families	56,590	35,975	56,803	36,915	-2.6*
Married-couple families	46,981	39,208	47,014	40,331	-2.4*
Female householder, no husband present	7,306	18,946	7,512	19,528	-2.2
Male householder, no wife present	2,303	30,487	2,276	30,570	-4.9*
Black					
All families	7,470	20,209	7,471	21,423	0.6
Married-couple families	3,750	30,650	3,569	33,784	4.6*
Female householder, no husband present	3,275	11,630	3,430	12,125	-1.1
Male householder, no wife present	446	18,395	472	21,848	12.7*
Hispanic[1]					
All families	4,840	23,446	4,981	23,431	-5.2*
Married-couple families	3,395	27,382	3,454	27,996	-3.0
Female householder, no husband present	1,116	11,745	1,186	11,914	-3.8
Male householder, no wife present	329	25,176	342	22,744	-14.3*

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, March 1991, Series P-60, No. 174, Table 13.

Notes:
1 Persons of Hispanic origin may be of any race.
* Statistically significant to the 90% confidence level.

PERCENT OF PERSONS, FAMILIES AND UNRELATED INDIVIDUALS BELOW POVERTY LEVEL: SELECTED YEARS, 1978-1990*

Characteristic	1990	1989	1986	1983	1978
All persons	13.5	12.8	13.6	15.2	11.4
All families	10.7	10.3	10.9	12.3	9.1
Married-couple families	5.7	5.6	6.1	7.6	5.2
Male householder, no wife present	12.0	12.1	11.4	13.2	9.2
Female householder, no husband present	33.4	32.2	34.6	36.0	31.4
All unrelated individuals	20.7	19.2	21.6	23.1	22.1
Male	16.9	15.7	17.5	20.1	17.1
Female	24.0	22.3	25.1	25.6	26.0

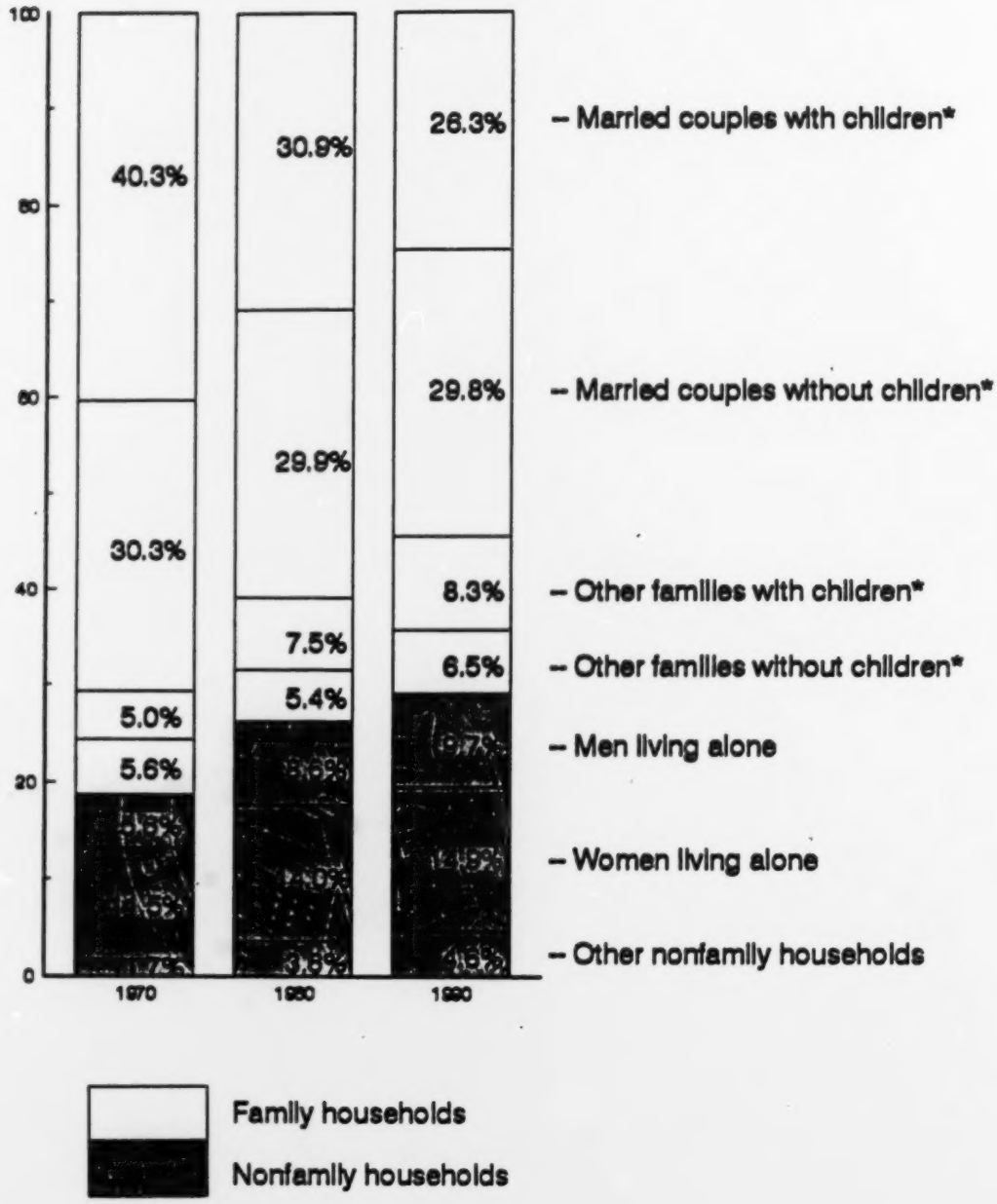
Female householders, without husbands present, constitute the largest percentage of persons, families and unrelated individuals below the poverty level.

Source: U.S. Department of Commerce, Bureau of the Census, 1987, Series P-60, No. 161, Table B; 1986, Series P-60, No. 157, Table B.

Note:

* The poverty level varies according to the number of persons in the household. In 1989, for example, the poverty level ranged from $6,310 for a 1-person household, to $12,674 for a 4-person one, to $25,480 for a 9-person household. In 1978, the poverty level ranged from $3,311 for a 1-person household to $6,662 for a 4-person one, to $11,002 for a household of more than 7 persons.

HOUSEHOLD COMPOSITION: 1970 TO 1990



Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, Population Characteristics, Household and Family Characteristics: March 1990 and 1989, March 1988 (Advance Report), Series P-20, No. 447, Figure 1, March 1990.

Note:

* Own children, under 18 years of age.

1 Other families = any two persons related by blood living in the same household.

FAMILIES FOR WHICH WOMEN ARE THE SOLE SUPPORT

Year	Number of Families	% of All Families
1960	4,422,000	9.8
1965	4,982,000	10.4
1970	5,500,000	10.7
1975	7,127,000	12.8
1980	8,705,000	14.6
1985	10,129,000	16.2
1990	11,268,000	16.9

The last three decades have seen a large increase in the number of families supported solely by women.

Source: U.S. Department of Commerce, Bureau of the Census, Current Population Reports, "Poverty in the United States, 1990," Series P-60, No. 175, 1990.

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815 16th Street, N.W. Washington, D.C. 20006

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